

ATTORNEY DOCKET NO.:196838US0PCT
SERIAL NO.:09/623,872

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Serial No.:09/623,872
Amendment Filed On: November 27, 2001

IN THE CLAIMS

Please amend the claims as follows:

--21. (Amended) The compound of Claim 20, wherein

R_a and R_b are each, independently, hydrogen or a C_{1-4} alkyl group, or R_a and R_b , together, form a cycloalkyl group;

each X is, independently, a C_{1-4} alkyl group;

n is 0, 1 or 2;

y is 0, 1 or 2;

z is [0] an integer from 1 to 4; and

R_3 is a C_{1-8} alkyl group, a C_{3-8} alkenyl group, or a phenyl- C_{1-4} alkyl group.

27. (Amended) The compound of Claim 22, wherein \bigcirc is a phenyl group.--